

A monthly publication of the
U.S. Coast Guard
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CIVIL RIGHTS ON DECK



Volume 10, Issue 8

August 2015

National Hispanic Heritage Month Celebrates starts in September!



National Hispanic Heritage Month begins on September 15th to October 15th. During this time, we celebrate the contributions and accomplishments of Hispanic Americans at work and within our communities. This year's theme is "Honoring our Heritage. Building our Future." To learn more about how commands can celebrate Hispanic and Latino accomplishments, please contact your local [Civil Rights Service Provider](#).

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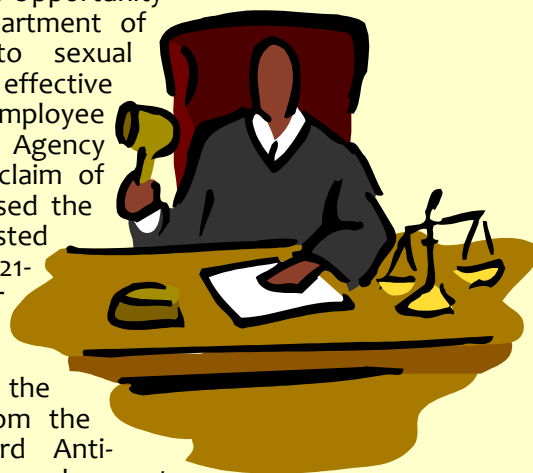
A Coast Guard First: Rear Admiral Schwartz is Newest Flag Officer



Rear Admiral Erica Schwartz took the reins as Director of Health, Safety and Work-Life/Chief Medical Officer. As she did, she became the first African American woman in the U.S. Coast Guard to wear the rank of Rear Admiral. She is responsible for the Coast Guard health care system, including 42 clinics and 150 sick bays. RADM Schwartz earned her Doctor of Medicine degree from Brown University, in addition to a law degree from the University of Maryland. She is also admitted to the District of Columbia Bar. During her promotion ceremony, she attributed her success to her father, who transformed his life as a sharecropper and climbed the ranks of the United States Navy from seaman to his retirement as a master chief. Her father's life served as a source of inspiration for her and RADM Schwartz uses his work ethic and determination as an inspiration to continue her own professional development. RADM Schwartz said that her father's values motivated her to achieve her goals and pursue a life of accomplishment.

Agency Inaction Leads to Discrimination Finding

In a recent decision, the U.S. Equal Employment Opportunity Commission (EEOC) found that the U.S. Department of Defense (DoD) subjected an employee to sexual harassment when it failed to take prompt and effective action to stop harassment by a coworker. The employee filed an EEO complaint and DoD issued a Final Agency Decision finding no evidence to support the claim of sexual harassment. On appeal, the EEOC reversed the decision and determined that discrimination existed as alleged. Specifically, the EEOC found that a 21-day delay in speaking with the harasser constituted a failure to act promptly to address the sexual harassment. During this 21-day period, the employee continued to be harassed and the agency did not separate the complainant from the harasser when requested. The Coast Guard Anti-harassment procedures state that all commands must immediately conduct an informal investigation, preliminary inquiry or formal investigation, as appropriate, when notified of an allegation of harassment. Commands must report those findings to their servicing [Civil Rights Service Provider](#) no later than 30 days from the date the incident was reported. This case highlights the importance of prompt and effective procedures to address harassment. Citation: *Complainant v. DOD, EEOC Appeal decided 29 May 2015. Submitted by Mr. Phillip Wawrosch*



Command Checklists Are Due By October 31st



It's that time of the year to ensure your command is complying with civil rights law and responsibilities. Fortunately, the Civil Rights Directorate has put together a simple and easy way to ensure you are doing everything you need in order to stay compliant. The Command Checklist is a management tool designed to assist Commanding Officers/Officers in Charge (COs/OICs) with understanding and complying with their civil rights responsibilities in accordance with the U.S. Equal Employment Opportunity Commission (EEOC) guidance. Commands with 50 or more positions are required to complete the checklist annually, see [ALCOAST 330/15](#). If you need some help with the process or some assistance in becoming fully compliant, contact your local [Civil Rights Service Provider \(CRSP\)](#) for support.

Washington D.C. High School Students Complete Summer PIE Internship



Through the CG Partnership in Education (PIE) program, USCG Headquarters Base National Capital Region (NCR) Community Affairs Office sponsored a six-week summer internship program that ended

on August 7th. Through the program, high school students were mentored and given meaningful tasks. The Coast Guard selected 3 high school students, Shyanne Carpenter, Brandon Pryor, and Markel McKnight, and PIE coordinators planned daily activities, arranged for mentors and two field trips to local units. This provided the students with real life experience from job shadowing, office tasks, and professional interactions within the naval, civil, aeronautical, environmental, and marine safety programs. The students developed knowledge, skills, and abilities necessary to succeed in the modern workforce. This PIE initiative has helped pave the way for future internship opportunities and has already made significant investments in the DC Ward 8 community youth. Learn more about PIE [here](#). Submitted by CDR Terence Williams

Air Station New Orleans Celebrates LGBT Rights

Members of Air Station New Orleans took to the ground for a 5k run to highlight and bring awareness to Lesbian, Gay, Bi-Sexual and Transgender (LGBT) rights. The event was held at Naval Air station Joint Reserve Base New Orleans. From the repeal of "Don't Ask, Don't Tell" in 2011 for the military to the Supreme Court's historic decision legalizing same sex marriage this summer, a tide has been rising in the nation with regard to issues of LGBT equality. During his remarks after the Supreme Court's decision in support of marriage equality, President Obama said, "In my second inaugural address, I said that if we are truly created equal, then surely the love we commit to one another must be equal as well." The 5K proved to be a great event in support of LGBT rights. Submitted by Mr. Hyrom Buchanan



Congratulations to LT Laura Delgado for selection as the winner of the 2015 National Organization for Mexican American Rights (NOMAR) Meritorious Service Award! Please see [ALCOAST 292/15](#) for information.

Welcome Aboard Newest CRD Shipmates!



◀CRD welcomes Ms. Erika Murray. Erika transferred from U.S. Immigration and Customs Enforcement, where she served as a Case Manager, overseeing the entire complaints process for the agency's second largest component. Mrs. Murray has served as an EEO practitioner at the U.S. Department of Defense Inspector General, U.S. Department of Homeland Security's Office for Civil Rights and Civil Liberties, and the National Oceanic Atmospheric Administration. She received a bachelor's and master's degree from Bowie State University (BSU).



◀CRD welcomes CDR Kimberly Chesteen. She graduated from the USCG Academy with a degree in Marine and Environmental Science, and a Master in Public Health degree from the University of South Carolina. After completing successful "M" tours in New York and Miami, she earned the permanent Marine Safety Professional insignia. While in Miami, she transitioned into the Response community serving as the Incident Management Division Chief and Search and Rescue Mission Coordinator. CDR Chesteen is excited to be with CRD for all the opportunities that will come with it. She has an eight year old son, Zakkary.



◀CRD welcomes Mr. Kyle Malloy (left), a United States Navy veteran who transferred from the Department of Veterans Affairs. He is a proud alumni of the University of Iowa and is excited to be with CRD. Storekeeper Chief Darius Whiteside (middle) joined the Coast Guard in 2003 and transferred to CRD from Portsmouth. He is engaged and has four sons. Mr. Damon Manning (right) graduated from McDaniel College with a Bachelor of Arts degree in History. While in school, Mr. Manning won the Peyton Gorsuch Award for United States History.